



## Maneuver Center of Excellence Human Resources Newsletter

### In This Issue

- 1 Note from the Commander, USAARMC
- 1 MCOE History
- 2 CPAC Message
- 2 Volunteer Process Timeline
- 2 Frequently Asked Questions
- 2 The MCOE Patch

### A Note from the Commander, United States Army Armor Center

Thank you to all the Soldiers and Civilians who make Fort Knox and the Armor School the premier community for training our nation's warriors. In the coming months we will move forward with plans to relocate the Armor Center and School to Fort Benning, GA as directed by the BRAC 2005 law. Construction for the Armor School at Fort Benning has begun, and we will have facilities equal to or better than what the Armor School is using today. But facilities are just one piece of the move. In order to truly replicate the great work that is done everyday at the Armor School, we need the same high-quality people. The single most important part of this move will be taking care of our workforce whether they decide to move to Fort Benning or stay at Fort Knox. I want to ensure that all of our great workers have the opportunity to have their questions answered and get all the information possible in order to make an informed decision about their future.

**BG Donald M. Campbell**  
Commander

### The History of the Maneuver Center of Excellence

#### LTC Michael Gillette

In June 2006, TRADOC developed the Centers of Excellence concept and the COE standard organization model as a part of the TRADOC Campaign Plan (TCP) Major Objective 4.0. Based on the TRADOC COE model, the organizational construct of the MCOE was approved by the USAIC and USAARMC CGs and by the CG, TRADOC in Jan 2007. This organizational construct formed the basis of the MCOE TDA Concept Plan (CONPLAN) which was completed and forwarded to TRADOC in September 2007 for review and approval. In Jan 2008 TRADOC approved the TDA CONPLAN and forwarded it to the Department of the Army (DA). Until final DA approval, the MCOE TDA CONPLAN serves as the manpower documentation basis for the MCOE Volunteer Process. The FY10 TDA is expected to be complete in Jun 2008 with the FY11 TDA completed in late Sep 2008.

The creation of the Maneuver Center of Excellence (MCOE) is based upon the relocation of the US Army Armor Center (USAARMC) to Fort Benning, its merger with the US Army Infantry Center (USAIC), and the relocation of the US Army Armor School (USAARMS) to Fort Benning. At end state, the MCOE will consist of a Center with two branch schools – Infantry and Armor. All other Center activities found in USAIC/USAARMC will merge to form similar MCOE activities. Infantry and Armor Center activities include the following: both Center's Headquarters; both General Staffs (coordinating, special, and personal); both Noncommissioned Officers Academies; both Center's sustainment activities (Arm, Fuel, Fix, Move); both Center's Training Development, Doctrine and Collective Training activities; both Center's Captain and above Professional Military Education activities, and both Center's Combat Developments and Experimentation activities.

## Volunteer Process Timeline

Event	Time
Survey Letters Sent to All DA Employees affected	1 December 2007
CPAC Counseling Available to all Employees	1 – 15 January 2009
Employee Decision Point "Do I want to be part of the Volunteer Process"	15 Jan 2009
Job Offer Letters mailed	15 March – 15 April 2009
Employees accept offer	16 April 2009
For further information about today's briefing, this newsletter, the MCOE and the USAARMC move visit: <a href="http://www.knox.army.mil/school/mcoe.asp">http://www.knox.army.mil/school/mcoe.asp</a>	

## From the Fort Knox CPAC

Ms. Sheree' L. Welch

As Fort Knox and the surrounding communities anticipate all of the changes that will come with Base Realignment and Closure (BRAC), the Fort Knox Civilian Personnel Advisory Center (CPAC) is taking proactive steps to prepare for the human resources (HR) challenges associated with multiple BRAC actions. Working together with MACOMs, Organizational leadership and community organizations, the HR professionals are designing transformation plans, conducting job fairs and delivering information to the workforce and the community. While some organizations have already relocated to Fort Knox with small civilian staffs, future transitions could result in significant recruitment activity on the installation.

Another major responsibility of the CPAC is the successful transition of existing Fort Knox organizations to other Army installations. The CPAC will assist in providing outplacement services to exiting BRAC affected employees, managers and family members to include providing benefits and entitlements information. The Fort Knox CPAC is working diligently to ensure an efficient and humane HR action that results in a successful outcome for the Army.

For additional BRAC information, please visit the CPAC homepage [https://knoxdoim815/portal/CPAC/brac\\_info.htm](https://knoxdoim815/portal/CPAC/brac_info.htm).

## Frequently Asked Questions

### QUESTION: Who does the Volunteer Process affect?

ANSWER: The Volunteer Process will affect all DA Civilian jobs in the Armor School and Center. These jobs will depart Fort Knox and move to Fort Benning, GA. The process also encompasses all Infantry Center and School positions at Fort Benning.

QUESTION: When do you anticipate that we will have specific dates for the move of Armor Center personnel to Ft. Benning as well as specific dates when incoming organizations will arrive? For the civilians who do not plan to move the timing is critical in whether we will be able to find jobs here or not.

ANSWER: Specific dates for the relocation of organizations within the Armor Center will be linked to completion dates of facilities and infrastructure construction. As plans and information are confirmed, the identification of organizational moves will be refined.

QUESTION: Will there be a break in classes (i.e., no students for a period of time) to facilitate the movement of people, equipment and preparation for training?

ANSWER: There will be no degradation to training within USAARMC. Planning is ongoing to ensure that there will be no break in classes during the relocation of the Armor Center and School.

